

Company:

Advance Auto Parts

Industry:

Automotive Retail

Headquarters:

Roanoke, VA

Challenge:

To partner with an innovative high volume recruiting provider that could take their talent strategy to the next level.

PeopleFluent Solution:

PeopleFluent High Volume Solution

“Once Advance Auto Parts implemented the High Volume Solution, the time-to-fill for key positions has been reduced greatly, thereby ensuring our stores are staffed to meet the customer demand.”

**Stephanie Sordelet,
Manager, Talent Acquisition,
Advance Auto Parts**

Advance Auto Parts Accelerates Their Talent Strategy with PeopleFluent

Company Increases Candidate Engagement While Driving High-Performance

Company Profile

Advance Auto Parts is an after-market automotive retail leader with more than 78 years of experience in selling quality, affordable parts with over 3,500 stores and more than 51,000 Team Members throughout the country. In 2009, the wave of the recession had most companies implementing hiring freezes. However, Advance Auto Parts experienced steady growth and momentum, propelling the organization to strategically re-vamp its talent acquisition strategy.

Business Challenge

Previously, Advance Auto Parts' high volume strategy was primarily paper-driven. When candidates were interested in a position, they visited an Advance Auto Parts store to complete a paper application. If they wanted to apply for multiple positions and multiple locations, they had to physically visit each store and complete the same manual process. “We were at a place where our talent acquisition strategy truly needed an overhaul,” said Derek Ramsey, VP of Talent Acquisition at Advance Auto Parts. “Our paper-based process gave our Hiring Managers minimum insight into their talent pool and our candidates would, at times, experience a prolonged hiring process. In short, it was just too hard for our candidates and Hiring Managers.”

Because Advance Auto Parts prides itself on being a best-in-class organization with superior customer service, they aspire to offer the same great experience to their candidates as they do their customers. “We aim to provide our future team members with an engaging hiring experience while distinguishing ourselves to the market as an employer of choice,” added Stephanie Sordelet, Manager, Talent Acquisition at Advance Auto Parts.

In order to achieve these goals, Advance Auto Parts began the search for an innovative high-volume solution that was well-known in the retail market, could reduce their time-to-fill and that would take their current talent acquisition strategy to the next level. Additional selection criteria included a provider that could deliver high-performance professional solutions, could easily integrate with other vendors for screening and assessments and would be intuitive and easy to use for candidates and General Managers alike.

Waltham, Massachusetts

300 Fifth Avenue
Waltham, MA 02451 USA
Tel: +1-781-530-2000

Raleigh, North Carolina

434 Fayetteville Street,
9th Floor
Raleigh, NC 27601 USA
Toll-Free: (877) 820-4400
Tel: +1-919-645-2800

London, United Kingdom

15 Fetter Lane
London EC4A 1BW
United Kingdom
Tel: +44 (0) 20 7832 3440

www.peoplefluent.com

PeopleFluent Solution

Advance Auto Parts selected the PeopleFluent High Volume Solution and began the transformation to create a proactive recruitment and staffing environment. Retail positions are posted to the Advance Auto Parts Careers website at all times for all locations. Candidates apply for positions at their leisure while indicating the job type(s) and location(s) they prefer. The High Volume Solution automatically reviews the candidate's information against a pre-defined set of criteria for a particular position, creating a short-list of top candidates. When a General Manager in a store opens a position, a list of qualified applicants is at their fingertips ready for review. "The continuous sourcing model is brilliant, as it takes the hiring burden off our General Managers, so they can strategically focus on running their store," said Sordelet. "By pre-matching the right candidates to their positions, our managers have a firm grip of the available talent pool as soon as they realize a need, and we are able to hire the most qualified team members much faster and at a lower cost. Once Advance Auto Parts implemented the High Volume Solution, the time-to-fill for key positions has been reduced greatly, thereby ensuring our stores are staffed to meet the customer demand."

In addition to reducing their time-to-fill, creating an engaging candidate experience and supplying Hiring Managers with a professional system was a top priority. The High Volume Solution has enabled the company to create a competitive advantage for attracting top talent by promoting their brand and employee value proposition to market. "We understand that a compelling employment brand can differentiate you in the race for top talent," added Sordelet. "It is essential to begin the engagement process early and leverage the Advance Auto Parts brand to acquire the best talent to support our growth initiatives. Our partnership with PeopleFluent has enabled us to better attract a multi-generational, diverse and high-performing workforce, and we look forward to finding even more of the very best team members to support our customers."

For more information on PeopleFluent High Volume Solution visit us at www.peoplefluent.com or call us directly at 1-877-879-8807.

About PeopleFluent

PeopleFluent, the leading total workforce HCM technology company, redefines Talent Management with an innovative Talent Engagement Cloud that is built around people and not HR processes. PeopleFluent has worked with over 5,100 organizations in 214 countries and territories to engage employees to drive better business results. Today, 80% of the Fortune 100 relies on PeopleFluent as part of their talent management delivery strategy, helping them successfully achieve their talent aspirations.

